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BJECT Institute of Sociological Research Projects: Effectiveness of Work,

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- a visit was made to the Institute of Sociological Research, headed by Dr Mikhail Nikolayevich Rutkevich, a Corresponding Member of the Academy of Sciences USSR and chairman of the Soviet Sociological Association. Unfortunately, he was not at the Institute at the time of the US visitation. Soviets the US group met with included: Nikolay Sergeyevich Mansurov, Deputy Director of the Institute of Sociological Research; Igor' Vasil'yevich Bestuzlev-Lada, a well known futurist; Dr Natal'ya Tvanovna <u>Blubuova</u>, interested in the sociology of science; Valeriy Semenovich Korobeynikov; and A V Korbut. The Institute became an independent entity in 1970. The "objects" of research became more definite over time, according to their response to a question. It has over 400 scientists and scientific-technical personnel. It specializes mainly in social forecasting. It has departments of: sociology of work; sociology of various countries; sociology of labor; forecasting; methodology and techniques; public opinion; history of sociology; information; sociology of science, under [fnu] Zvorykin, and a computing center.
- 2. There was a further explanation of the computing center, which works on three levels: the general state level, individual organization level, and a small science collective, that is, a collective of perhaps 200 people divided into teams or groups. The objective has been to try to measure the effectiveness of work. Questionnaires have been utilized by the teams of scientific collectors for the purpose of trying to analyze the motivation of work. A first publication is being prepared and the Soviet hosts promised to send it to their US visitors. This analysis will include, for example, inquiries into satisfaction with work, with wages, with superiors, and with colleagues. The Soviets have no nationality studies in their program, a very interesting omission. Productivity is being looked into at various institutes, the schooling of the individual is being investigated, and inquiries are being made into the success rate of scientific directors (rukovoditeli), or, dissertation supervisors. Mansurov answered in the affirmative to the question of whether they correlate the results of their work with the results of the Central Statistical Administration.

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- Bestuzhev-Lada has been working for 6 or 7 years on futurism questions. He is studying over one thousand prime scientific groups, two-thirds of which are engaged in scientific/technical forecasting and one-third in economic forecasting, and some interest in architectural and sociological areas. There are three sets of plans: national science; social phenomena, eg, what decision is optimal in planning efficiency or decision-making; and work in special exploratory models doing factor analysis of the data; they have some two dozen relations or variables using game theory. The areas of scientific-technological future or progress include the basic scientific and technical areas, earth and space, medical-biological areas, and ecology. For example, biology is split into flora, fauna, and morbidity aspects, as well as into social problems of biology, physiology, and psychology. Bestuzhev-Lada has 10 persons working for him in his operation. They work also on methodology in non-quantitative phenomena, such as social organization, social needs, and the way of life, the scope of which research includes level of life, quality of life, lifestyle, and conditions of life. He said that the pursuit of the quality of life is not only in the stress sense, as emphasized by US professor Jay Forester. As to social needs, this is related to the work of Abram Maslow, on a hierarchy of needs, the elementary ones being not only the basic ones such as food and clothing, but also prestige, social security, social expression and realization. They will have a basic model on the system of social indicators with 5 scales: time, budget, money, and two others, unspecified. He talked about questions of youth and the scope of his coverage. He says the official category ends at age 29, ie, you are no longer a youth. Presumably, youth is considered to be 15-28. They do use psychological tests. Psychometrics is a new field in the USSR and the Soviets will be catching up with the US in this area. The normative is a social ideal of general development of personality--he used the term "scientific communism". The normative indicators are: general education, specialized education, sport, etc. There are also questions about an optimal balance of time budget. He makes recommendations to the Ministry of Higher and Specialized Secondary Education USSR, the Ministry of Education (which applies to general secondary schools and lower), the Academies of Medical Sciences, and the Ministry of Social Security.
- 4. During the next 4 years the Institute reportedly will be involved in some international research, presumably cooperative research, on the level and quality of life in the year 2000.

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